

FY18 Local Education Agency (LEA) Equity Action Plan

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SECTION 2: Identification of Equity Gaps

LEAs must identify two gaps for improvement, focusing on gaps that impact minority students and economically disadvantaged students— One under Equity Gap #1 and one under Equity Gap #2. If a LEA does not plan to address a data variable that reflects a significant gap, the LEA should provide an explanation in the Data Profile Analysis. If a LEA reviews the Data Profile and does not identify equity gaps, the LEA must select two variables for continuous improvement. For each equity gap a different data profile variable must be identified.

Equity Gap 1	Equity Gap 2	Data Profile Variable <i>(Please consult data variable descriptions)</i>
<input type="checkbox"/>	<input type="checkbox"/>	TAPS distribution
<input type="checkbox"/>	<input type="checkbox"/>	LAPs distribution
<input type="checkbox"/>	<input type="checkbox"/>	Teacher retention
<input type="checkbox"/>	<input type="checkbox"/>	Principal retention
<input type="checkbox"/>	<input type="checkbox"/>	Inexperienced teachers (less than four years of experience)
<input type="checkbox"/>	<input type="checkbox"/>	Inexperienced leaders (principal or assist. principals with less than 4 yrs of experience)
<input type="checkbox"/>	<input type="checkbox"/>	Teachers out-of-field
<input type="checkbox"/>	<input type="checkbox"/>	Teachers with provisional or emergency certification
<input type="checkbox"/>	<input type="checkbox"/>	Discipline ISS – All students
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Discipline ISS – Minority students
<input type="checkbox"/>	<input type="checkbox"/>	Discipline ISS – Economically Disadvantaged students
<input type="checkbox"/>	<input type="checkbox"/>	Discipline ISS – Other Please specify:
<input type="checkbox"/>	<input type="checkbox"/>	Discipline OSS – All students
<input type="checkbox"/>	<input type="checkbox"/>	Discipline OSS – Minority students
<input type="checkbox"/>	<input type="checkbox"/>	Discipline OSS – Economically Disadvantaged students
<input type="checkbox"/>	<input type="checkbox"/>	Discipline OSS – Other Please specify:
<input type="checkbox"/>	<input type="checkbox"/>	Student Attendance – All students
<input type="checkbox"/>	<input type="checkbox"/>	Student Attendance – Minority students
<input type="checkbox"/>	<input type="checkbox"/>	Student Attendance – Economically Disadvantaged students
<input type="checkbox"/>	<input type="checkbox"/>	Student Attendance – Other Please specify:
<input type="checkbox"/>	<input type="checkbox"/>	Teacher days absent
<input type="checkbox"/>	<input type="checkbox"/>	CCRPI Star Climate Rating
<input type="checkbox"/>	<input type="checkbox"/>	Per pupil expenditure
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Student achievement – Content area: ELA Subgroup: All students
<input type="checkbox"/>	<input type="checkbox"/>	Student achievement – Content area: Subgroup:
<input type="checkbox"/>	<input type="checkbox"/>	Student achievement – Content area: Subgroup:
<input type="checkbox"/>	<input type="checkbox"/>	Student achievement – Content area: Subgroup:
<input type="checkbox"/>	<input type="checkbox"/>	Lexile – All students
<input type="checkbox"/>	<input type="checkbox"/>	Lexile – Minority students
<input type="checkbox"/>	<input type="checkbox"/>	Lexile - Economically Disadvantaged students
<input type="checkbox"/>	<input type="checkbox"/>	Lexile – Other Please specify:
<input type="checkbox"/>	<input type="checkbox"/>	Graduation Rate (4 year cohort) If selected, identify subgroup:
<input type="checkbox"/>	<input type="checkbox"/>	Graduation Rate (5 year cohort) If selected, identify subgroup:

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<input type="checkbox"/>	<input type="checkbox"/>	Pathway completers (4 year cohort) If selected, identify subgroup:
<input type="checkbox"/>	<input type="checkbox"/>	District Mean Growth Percentile (MGP)
<input type="checkbox"/>	<input type="checkbox"/>	School Mean Growth Percentile (SGP)
<input type="checkbox"/>	<input type="checkbox"/>	Other data source: Specify equity gap:

SECTION 3: Selection of Equity Interventions to Address Identified Equity Gaps

For each Equity Gap selected, choose a corresponding equity intervention. Where applicable, LEAs may select the same equity intervention for each identified gap.

Selected Intervention for Equity Gap 1	Selected Intervention for Equity Gap 2	Equity Interventions	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	EI-1	Provide Targeted Teacher Development on Content, Pedagogy and Student Supports and Interventions
<input type="checkbox"/>	<input type="checkbox"/>	EI-2	Provide Targeted School Leader Development
<input type="checkbox"/>	<input type="checkbox"/>	EI-3	Providing Professional Learning Opportunities for Career Advancement for Teachers and School Leaders
<input type="checkbox"/>	<input type="checkbox"/>	EI-4	Identify Recruit and Equitably Assign Effective Teachers & Effective School Leaders
<input type="checkbox"/>	<input type="checkbox"/>	EI-5	Support the Retention of Effective Teachers & Effective School Leaders
<input type="checkbox"/>	<input type="checkbox"/>	EI-6	Schedule Class Size Reduction Teachers at a Level That is Evidence Based
<input type="checkbox"/>	<input type="checkbox"/>	EI-7	Provide Equitable Access to Student Support Programs and Interventions
<input type="checkbox"/>	<input type="checkbox"/>	EI-8	Promote the Engagement and Education of Parents, Families, Community and Business Partners
<input type="checkbox"/>	<input type="checkbox"/>	EI-9	Evaluate and Monitor the Working Environment in Support of a Positive School Climate
<input type="checkbox"/>	<input type="checkbox"/>	EI-10	Equitable Allocation of Academic Resources to Students

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SECTION 4: Equity Interventions for Reducing LEA Equity Gaps

4.1 Data Profile Variable Selected for Equity Gap #1 (from Section 2)		
Student Achievement ELA All subgroups		
Equity Intervention Selected to Address Equity Gap #1 (from Section 3)		
E-1 Provide Targeted Teacher Development on Content, Pedagogy and Student Supports and Interventions		
<p>Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness. Because the plan will be executed in the current fiscal year, the timeline should specify whether each action will be monitored on an annual, bi-annual, quarterly, monthly, bi-monthly, weekly or daily basis. Certain implementation activities may have a more specific timeline (such as hiring a consultant to present in August, etc.).</p>		
Activities and/ or strategies the LEA will implement to address identified equity gap.	Personnel Responsible	Timeline
Provide teacher training on the implementation of effective literacy strategies (Striving Readers) at all grade levels to increase student literacy.	Instructional Coaches Literacy Consultants Principals School administrators Curriculum leaders	August 2017-May 018
Provide Depth of Knowledge (DOK) teacher and administrator training to provide students with strong literacy skills.	DOE Specialist(Tawni Taylor), School administrators Instructional coaches Curriculum leaders	
Continue to train teachers (and review as needed) on differentiated instructional strategies based upon formative assessments and individual students' needs.	Instructional coaches Curriculum leaders School administrators	
Data to be collected to monitor the <u>implementation</u> of activities or strategies.	Personnel Responsible	Timeline

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<p>District level and school level walkthrough data based upon specific targets will be collected at strategic times during the year to measure progress in specific targeted areas.</p>	<p>District and school level leaders</p>	<p>Monthly</p>
<p>Data to be collected to measure the effectiveness of implementation and LEA ability to reduce equity gap.</p>	<p>Personnel Responsible</p>	<p>Timeline</p>
<p>Benchmark data EOC data EOG data Reading Inventory data DIBELS READ 180 data CCRPI scores</p>	<p>District and school level leaders Instructional Coaches Teachers</p>	<p>Every 9 weeks Fall 2017 May/June 2018 3 times per year</p>
<p>Allocation of resources and/ or coordination of funds required to implement equity intervention to reduce equity gaps</p>		

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Title I, Part A, Title II, Part A and professional learning funds will be used to fund these activities.

4.2 Data Profile Variable Selected for Equity Gap #2 (from Section 2)

Discipline ISS Minority Students

Equity Intervention Selected to Address Equity Gap #2 (from Section 3)

E-1 Provide Targeted Teacher Development on Content, Pedagogy and Student Supports and Interventions

Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness. Because the plan will be executed in the current fiscal year, the timeline should specify whether each action will be monitored on an annual, bi-annual, quarterly, monthly, bi-monthly, weekly or daily basis. Certain implementation activities may have a more specific timeline (such as hiring a consultant to present in August, etc.).

Activities and/ or strategies the LEA will implement to address identified equity gap.	Personnel Responsible	Timeline
Implement a district-wide (RTI) Team to problem solve around academic, behavior, and attendance issues	PBIS Climate Specialists PBIS Teams Administrators Dir. of Student Services, RTI coordinators Instructional Coaches Behavior Specialists	August 2017-May 2018
Provide PBIS training for all staff	PBIS Climate Specialists PBIS Teams Administrators	July 2017-May 2018
Provide training on the RTI process for all teachers and administrators	Dir. of Student Services, RTI coordinators	Ongoing



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Allocation of resources and/ or coordination of funds required to implement equity intervention to reduce equity gaps		
Title I, Part A, Title II, Part A and professional learning funds will be used to fund these activities.		